

State / Metro Area	Requirement	Posting Obligation	Notes for Municipal Employers
Colorado	Must include pay range and benefits in all postings	Applies to all remote jobs accessible to CO residents	Explicit benefits detail required
California (LA, SF, statewide)	Employers with ≥15 employees must post pay scale	Applies to remote & in-state jobs	Pay scale = salary or hourly rate range
New York State	Pay range disclosure required	Applies statewide	Must include good-faith salary range
New York City	Stricter enforcement	Applies to any job performed in NYC (on-site, hybrid, remote)	
Washington State	Pay scale + benefits required for all postings	Applies to employers with ≥15 employees	Benefits list required
Connecticut	Pay disclosure upon request or before offer	Applies to jobs physically in CT	
Nevada	Must provide pay range to applicants after interview	Not required in initial posting	
Other States (e.g., MA, IL)	Monitoring emerging requirements	Best practice: include pay range proactively	